Goddard Space Flight Center
Flight Projects Directorate

Flight Projects Development Program (FPDP)

FPDP Lunch and Learn
September 10, 2013

FPDP Elements

Mentoring

Individual Development Plan

Detail Assignments

Capstone Project

Cohort

Development & Networking Opportunities

Coursework & Curriculum

Flight Projects Development Program (FPDP)

FPDP Overview

Goals:

- Ensures an ongoing cadre of highly trained project management personnel through a structured program, specially designed to meet the complex needs of the FPD.

- Accelerates and focuses the training and career growth for both technical and resource staff, using the most current methodologies and tools.

Features:

- Two-year intensive program with clearly defined acceptance and graduation requirements.

- GS 13's, 14's and 15's eligible to apply.

- Participants will be Code 400 employees upon selection, during and after completion of the program.

- Participants progress together as a Cohort.

- Clearly defined roles and responsibilities for Participants, Mentors, Supervisors, Program Manager and Governance Board Members.

FPDP Overview (Cont'd)

- Governance Board comprised of GSFC Senior Managers, chaired by FPD Director.

- FPDP announcement will to be posted through USAJobs.

- Once selected, 360 assessment, IDP and "History Map" required for gap analysis/detail opportunities.

- Minimum of two detail assignments to provides hands-on experience.

- Required completion of professional development core and elective courses.

- Participants will be assigned both a technical and resource mentor.

- FPDP Workshops – four, two-day tailored management and leadership workshops (e.g., Acquisition/Procurement, Appropriations, Communications)

- Capstone Project - team project resulting in a paper and presentation. Capstone topics are provided by the Governance Board and originate from current Code 400/Center challenges.
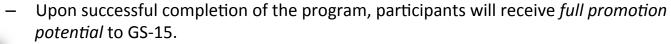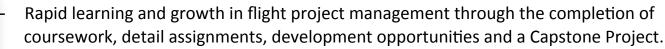
FPDP Timeline

| Orientation | Develop IDP | | Mid Term Review | | Final Review | Graduation |

Quarterly Check-In Quarterly Check-In

Start-up

12 Months 24 Months

Coursework & Curriculum

Detail Assignments **Detail Assignments**

Mentoring

Cohort

Development & Networking Opportunities

Capstone Project

9/11/13

Program Benefits

- **Participant**

  - Upon successful completion of the program, participants will receive *full promotion potential* to GS-15.

  - Rapid learning and growth in flight project management through the completion of coursework, detail assignments, development opportunities and a Capstone Project.

  - Exposure to Center Senior level management and "hands on" flight project experience.

  - Immersion and exposure to the technical and resource sides of project management.

  - Funding for program coursework training elements will be provided by FPD thus eliminating the concern over how to pay to meet formal coursework requirements.

Flight Projects

  - The program will produce a pipeline of proven staff capable of filling critical positions in project management.

  - The program includes a thorough evaluation of all components to help ensure long-term viability and the flexibility to evolve the program over time.

  - The results of the Capstone Project will help FPD with an existing issue and make a lasting difference to the organization.

OUTCOME - On completion of the program, participants will have gained the knowledge and experience necessary to assume critical project management roles in FPD

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Proposed Implementation Timeline

Milestones	Timing
Change Management and Communications Blitz	June- Continuously
Finalize Governance Board	Late August
Partner with OHCM to develop competency assessment and eligibility criteria	August/September
Identify Potential Mentors	September
Develop list of Detail Assignments	September
Finalize and Post Announcement	Late September
Interview and Select Participants	Job Announcement Date + 4-6 weeks
Program Orientation	Selection Date + 2-3 weeks

Next Steps

- **Briefings for Interested Stakeholders**
  - **Code 400 Program Managers**
  - **OHCM**
  - **Unions**
  - **Advisory Committees**
  - **Other Directorates, if desired**
  - **FPD Divisions, if desired**
  - **Additional Lunch and Learn Opportunities Other communications and outreach with Office of Communications (Dateline, marquee, email)**

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Additional Information

- **The FPDP is finalizing development of the program and details are subject to change.**

- **If you have questions, contact Cecilia Czarnecki (Program Manager) or Donna Swann (Program Development Lead).**

- **FPDP Website:**

    http://fpd.gsfc.nasa.gov/fpdp.html

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Back Up Information

FPDP Required Courses:

- Foundations of Aerospace at NASA (APPEL-FOU)

- Understanding Earned Value Management (APPEL-UEVM)

- Project Management and Systems Engineering (APPEL-PM&SE)

- Risk Management I (APPEL-RM I) (June- July 2014)

- Scheduling and Cost Control (APPEL-SCC)

- Advanced Project Management and Advanced Systems Engineering (APPEL-APM&ASE) Advanced Earned Value Management (APPEL-AEVM)

- Crucial Conversations (APPEL-CC)

- Risk Management II (APPEL-RM II)

- Leading Complex Projects (APPEL-LCP)

- Road to Mission Success

Back Up Information

FPDP Suggested Elective Courses Topics* (3 or more):

- Creativity and Innovation
- Public Speaking/Preparing Effective Presentations
- Leadership Development
- Team Building
- Coaching and Developing People
- Diversity and Inclusion
- Building and Working in Teams
- Organizational Culture
- Legislative Process
- Situational Leadership
- Strategic Planning
- Project Performance and Metric Management

(*Not a comprehensive list and electives are customized to meet participants needs.)

Back Up Information – History Map

Project Pre Formulation	Project Formulation		Project Implementation					Close-Out
Pre Phase A	**Phase A**	**Phase B**	**Phase C/D**				**Phase E**	**Phase F**
Studies, Concept Development, Proposals	Project Definition, SRR	Project Definition, SDR	Procurement	Design	Fabrication, Assembly	Integration & Test	Launch Integration & Operations	Mission Operations	End of Life, Disposal, Contract Close-out